Introduce yourself and the organization

- Hi, can I speak to your manager or supervisor for the day?
- My name is _____ and I live in the area.
- Today we're walking through the neighborhood with information about legal rights at work.

Ask if they have a plan for ICE raids

- We're here because of the ICE raids going on across the city.
- Have you all talked about or prepared for any potential raids at all?

Share information about their right to designate private workplaces—and ask if they have a space they can designate

- The constitution protects us from unreasonable searches and seizures in our property.
- Most people know that they don't have to open the door at their home to ICE without a judicial warrant, and we want people to know that they have the same right to freedom from unreasonable searches at designated private workplaces.
- Using a sign like this, you can create a part of this business that is a private place. This area doesn't have to have a door.
- Do you have a breakroom, a back area, anything that you could mark as private here?

[If Interested] - Walk through rights during a potential raid

- Great, you can have this sign to mark off that space.
- If ICE comes, workers can go behind this sign, while someone else holds the line and refuses entry.
- Another person can be recording and documenting with their phone.
- Can you have a conversation with your coworkers to share this information and create a plan?

Inoculate against potential ICE behavior

- This information is important to have. It's your legal right to refuse entry without a judicial warrant.
- We know that sometimes, ICE has been successfully denied entry to private spaces.
- But, we also know that ICE has broken the law—we know they are doing things illegally.
- Even if that happens in the worst case scenario, having this sign, and documentation will give you a stronger defense in court.

Thank them for their time and offer resources

- Thank you so much for your time, we're all in this together and our organization stands in solidarity with all workers in the city.
- Can I leave some other information with you about our rights at this moment? *(red cards, KYR hand-outs, as available)*

[If interested in further engagement, or have questions]

- If you want more information on legal rights to create private spaces, visit this site: https://www.ag.state.mn.us/Brochures/pubKnowYourRightsWithICE.pdf

Reminders + notes:

- We are providing information, not instructions or legal advice.
- Don't offer your info as an emergency contact, or legal contact.

Rapid Response Networks to call in case of ICE Raid:

Rapid Response (MONARCA): 612-441-2881

Language Barrier Resources

Straightforward, short English overview for limited conversation:

ICE officers are arresting people in __. We have information about how you can protect your business and employees from ICE. You do not have to let ICE into your business unless they have a warrant signed by a judge. You do not have to allow ICE to search you or your business. You can put up a sign that says some areas for employees only and you can tell ICE not to go in there. You can always lock your doors if ICE is in the neighborhood or trying to get into your business. This flyer also has a phone number that you can call if ICE is nearby and volunteers will show up to film and try to stop ICE from taking anyone.

Spanish, for those who feel confident in their pronunciation:

Hola, me llamo ___. Agentes de ICE están deteniendo personas en St Paul. Tenemos información para ti para proteger tu empresa y tus empleados de ICE. No debes permitir entrada a ICE a menos que tengan una mandamiento judicial firmado por un juez. No debes permitir ICE ni buscarte ni buscar tu empresa. Puedes poner una señal para indicar áreas sólo para empleados, y puedes decir a ICE que no deben entrar. Siempre puedes cerrar con llave las puertas de tu empresa si ICE está cercano o está intentando entrar tu empresa. Aquí está el número de teléfono que puedes llamar si la ves a ICE, y voluntarios llegarán para filmar y intentar prevenir a ICE de sacar alguien.